

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This Contract is approved and executed this 11th day of November, 2019, by and between Western Boone County Community School Corporation ("School Corporation") and Robert W. Ramey ("Ramey") setting forth the terms under which Ramey shall be employed and serve as the Superintendent of the School Corporation.

1. Duties and Responsibilities. During the term of this contract, Ramey shall perform such duties and have such responsibilities as are typically performed by the superintendent of an Indiana public school corporation as well as those assigned to the superintendent by the School Corporation's policy manual and those delegated to Ramey from time to time by the Board of School Trustees of the School Corporation ("Board"). Ramey represents that he is fully licensed for this position and is required to maintain such license during the term of this contract. This Contract shall replace all previous employment contracts Ramey has had with the School Corporation.

2. Contract Term; Automatic Extension. The initial term of this contract shall retroactively commence on July 1, 2019, and extend for a period of three (3) years through June 30, 2022. The annual term shall consist of 240 working days. The contract will automatically be extended by one year each July 1st unless before that date either the School Board or Superintendent provides written notice to the other of the intent the term not be so extended. This contract may be terminated or canceled only by written agreement of the parties or pursuant to the grounds and procedure set forth in Indiana law.

3. Base Salary. For the initial twelve-month term of this contract Ramey shall be paid a base salary of One Hundred Twenty-Two Thousand Six Hundred Thirty-Two Dollars (\$122,632) payable in twenty-six equal bi-weekly installments. The Board may increase the annual salary but may not reduce the salary below the above starting salary.

4. Insurance Coverage. The School Corporation shall pay all but One Dollar (\$1.00) of the annual cost of group health, term life, and long-term disability insurance coverage for Ramey consistent with what the School Corporation provides its administrative personnel. In addition to the group policy that currently provides One Hundred Thousand Dollars (\$100,000) of term life insurance coverage for administrators, the School Corporation shall arrange and pay the premium cost for Ramey to be covered with an additional One Hundred Thousand Dollars (\$100,000) of term life coverage, provided Ramey is insurable and cooperates in securing that additional coverage.

5. State Teacher's Retirement Fund. In addition to whatever amount is paid by the State to the Indiana Teacher's Retirement Fund, the School Corporation shall pay the additional sum required to bring the annual contribution to the state required amount of Ramey's base salary.

6. Retirement Plan Contributions. The School Corporation shall also contribute Six Thousand Four Hundred Fifty Dollars (\$6,450) per year to a section 403(b) plan and Five Thousand Two Hundred Dollars (\$5,200) to a section 401(a) plan in order to provide a tax-sheltered retirement plan for Ramey's benefit. Such payments shall be made in accordance with School Corporation practice.

7. Holiday, Vacation, Sick Leave, and Personal Leave Days. Ramey shall be entitled to annual holiday, sick leave, and personal leave days as set forth in the School

Corporation's Benefits for Administrative Personnel. In addition, Ramey shall have ten (10) paid vacation days per contract year. Any vacation days which remain unused in a contract year shall not carryover but instead shall be paid to Ramey annually at the daily rate determined by dividing Ramey's base salary by the annual number of contract days. Ramey may retain his existing accumulated illness leave and accumulate additional unused illness leave days up to a maximum of two hundred forty (240) days.

8. Automobile Usage. The School Corporation shall provide Ramey with a motor vehicle of the School Corporation's choosing and at its expense for Ramey's use in performing School Corporation business. Personal use of this corporation-owned vehicle is permitted, but Ramey shall accurately record any personal usage of the vehicle and report that usage to the School Corporation for its use in preparing Ramey's annual W-2 form. Should the corporation-owned vehicle be unavailable and Ramey use his personal vehicle in service to the School Corporation, the School Corporation shall reimburse Ramey at the then current IRS rate for actual mileage incurred in his personal vehicle in the performance of such services. Ramey shall properly document such usage in requesting reimbursement.

9. Other Professional Expenses. The School Corporation shall reimburse Ramey for other appropriate business and professional expenses reasonably incurred in the performance of his duties, including the cost of membership and participation in state and national professional associations of educational administrators and expenses related to his attendance at conferences, meetings, and activities approved by the Board.

10. Public Record. The parties agree that this contract is a public record under the Indiana Public Records Law, IND. CODE § 5-14-3 and § 20-6.1-4-3(b).

11. Construction of Contract. For purposes of the construction and interpretation of this contract, both parties participated in the drafting of this contract.

12. Entire Agreement of Parties. This contract contains or incorporates by reference all the agreed terms of employment and will not be modified except in a written document signed by both parties. If any term or provision is found to be invalid under state or federal law, that shall not affect the validity of the remaining terms of this contract.

Executed by the undersigned on the date set forth above.

SUPERINTENDENT

**BOARD OF TRUSTEES OF WESTERN BOONE
COUNTY COMMUNITY SCHOOL CORPORATION**

Robert W. Ramey

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